



DRAYTON MANOR HIGH SCHOOL

PERSON SPECIFICATION

POST TITLE: Assistant Head Teacher (Senior Leadership Team) Specialism: 'Teaching and Learning and/or Inclusion and SEND'

All staff have a responsibility for promoting and safeguarding the welfare of children and young people s/he is responsible for or comes into contact with

	Essential	Desirable
Qualifications	• Recognised Qualified Teacher Status • Graduate level Qualification/Degree or equivalent • Evidence of recent and relevant professional development	• Evidence of professional development of leadership skills e.g. Masters in Leadership, NPQML, NPQSL or another appropriate programme or activity
Experience	• Relevant and successful Leadership experience (this may be either at middle or senior leadership level) • Recently worked in a good or outstanding school and/or understands and can demonstrate what excellence looks like • A proven track record of raising attainment and improving teaching, the curriculum, pastoral work or another relevant area of the school • A proven track record of effective school improvement on teaching and learning and/or SEND and Inclusion • Evidence of successfully leading change, creativity and innovation • Experience of implementing quality assurance processes which raise standards • Evidence of being an excellent teacher and leader with the ability to coach and mentor others to achieve, maintain and exceed professional standards • Effective use of data to raise standards and drive further improvement	• A track record of working effectively with Senior Leaders to ensure appropriate monitoring and accountability of school improvement work

Ability / Skills	• Thorough knowledge of the National Curriculum • Excellent understanding of current theory and best practice in relation to a key area of education e.g. teaching and learning, curriculum, SEND and Inclusion • Ability to inspire others and provide strong leadership to teachers and support staff • Ability to work with all staff to create and implement a strategic School Improvement Plan based on a thorough evaluation of the School to ensure that students achieve high standards and make good progress • Ability to analyse and use complex data to drive improvement	
Equal Opportunities	• Commitment to equal opportunities • Ability to promote and support the school's Equal Opportunities Policy	
Safeguarding	• Commitment to safeguarding and promoting the welfare of children and young people	
Personal Qualities and Disposition	• The ability to provide dynamic, consistent and motivational leadership to ensure the successful delivery of the vision, ethos and overall education strategy • An exemplary leader who will be highly visible across the academy and demonstrate strong personal commitment to achieving excellence • A strong, flexible, optimistic and collegiate leadership style when dealing with governors, senior leaders, staff, students, parents and the wider school community • The personal attributes to appropriately and proportionately challenge, motivate and empower others to attain ambitious outcomes • Ability to work hard with competing deadlines, prioritising appropriately, a belief in teamwork, collaboration and maintaining good humour • Energetic and enthusiastic with a naturally positive outlook • Ability to function effectively under pressure • Evidence of commitment to and understanding of collective responsibility • A belief in the importance of teamwork and a collaborative approach and an ability to build supportive working relationships with colleagues both within and outside the department • Meticulous attention to detail • A willingness to commit time to extra-curricular activities and the wider life of the school	